

Winning personal habits for the young professional to master

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Overview

From lessons gathered from forty years of observation, reading and discovery. I have broken the winning personal habits into the following categories.

Creating Behavioural Traits That Will Make You A Better Person and Leader	Advanced self-awareness
	Self-regulation
	Hostmanship
	Empathy
	Humility
	Improve your decision-making ability
	Proactive management of risk
	Seeing future opportunities
	Maintain your learning agility
Using Neuro-Linguistic Programming to Achieve Greatness	Neuro linguistic programming
	Treasure mapping
	The winner's bible
Building a Safety Net	Have a cluster of mentors
	Having a safe haven - a second passion
	Do not run out of fuel
Maintaining Effective Relationships	Giving recognition freely
	One-minute manager reprimand
	Embrace dissidents
	Aim to have at least three breaks a week with colleagues, peers and dissidents
	Managing difficult relationships

Creating behavioural traits that will make you a better person and leader

From the time we enter this world, we develop behaviour traits and habits that will be limiting factors in our relationships. We will always be running with a few cylinders misfiring unless we fully understand our behaviour patterns and those around us.

Advanced self-awareness

Daniel Goleman, a psychologist, was the first to emphasise the importance of emotional intelligence, said

"The most effective leaders are alike in one crucial way: they all have a high degree of what has come to be known as emotional intelligence. It's not that IQ and technical skills are irrelevant. They do matter, but...they are the entry-level requirements for executive positions. My research, along with other recent studies, clearly shows that emotional intelligence is the (essential condition) of leadership. Without it, a person can have the best training in the world, an incisive, analytical mind, and an endless supply of smart ideas, but they still won't make a great leader".

Many managers go through life unaware of their own 'personal baggage', with little or no understanding of psychology, the need to avoid emotional damage, the importance of managing one's anger, and the importance of embracing those who see things differently.

Minimising personal baggage

We inherit baggage from our ancestry, along with many great things. This baggage is added to by our parents, with too much smothering, too little attention, too much criticism, too little quality time—need I go on? I believe one important task in life is to lighten the load so that it is not crippling us when we decide to start "management summing."

It is important to understand that to be a leader today you do not have to have handled all your personal baggage; the key is the awareness of your weaknesses. There are plenty of "crippled" CEOs causing havoc in every organisation that they work for. Yet there are those iconic CEOs who are a pleasure to work with. My point is that you owe it to your colleagues, your staff, your suppliers, contractors, family, partner and offspring to do something about your own personal baggage.

We have a choice: to grow and challenge those behaviour traits that will create havoc in the workplace or to ignore them and seek new jobs like we do new partners, hooked on the romance period and leaving when the going gets tough. To make a major contribution, you will need to achieve through the contribution of others. This means acquiring a new set of behavioural skills more suited to working with and leading others.

Five courses that I would recommend

Here are five courses that I would recommend that will help minimise the impact of your personal baggage.

Course 1: The Enneagram

The ENNEAGRAM (Any-a-gram) is a Greek name, *Ennea* means nine and *gram* means point . The word refers to a circle inscribed by nine points which is used as a symbol to arrange and depict nine personality styles. In its current formulations, the Enneagram brings together insights of perennial wisdom and findings of modern psychology. It is an ancient wisdom thought to hail from Persia.

The enneagram is a profound, elegant, and compassionate approach to people and their relationships. It describes nine basic world-views and nine different ways of doing business in the world. Each of the nine personality types is something of a pathway through life, with likely obstacles and pitfalls along the way.

Your principle motivation should be a better understanding of how you work and what will benefit your family, friends, and colleagues. A by-product will be that you will understand the likely worldview/personality type of your boss, and thus be in a better position to make the relationship work. (See www.enneagraminstitute.com.)



Course 2: Neuro-Linguistic Programming

Many readers will be aware of this term, even attended a course on it, and yet this concept is often left in the deep recesses of the brain, unused. At its basic level, it is the most effective form of behaviour alignment one can do. By using your five senses you create visions of achievement you have yet to attain. You smell, see, feel, hear, touch, all in your mind, the event you want to achieve. Your subconscious is now in a dilemma. It needs to close the gap between now and this future reality.

Because it knows no bounds, it will lift your performance, the only limiting factor being your consciousness, which, as always, will interfere and will sabotage progress, if allowed.